

JSC adopts zero tolerance for work place violence

JSC has established a zero tolerance policy for work place violence and is offering classes and videos to help employees recognize potential problems.

"No one likes to think about the possibility of violence at his or her place of employment," said Harvey Hartman, director of Human Resources. "But as stories about such incidents become more frequently reported in the news, workers today have growing concerns about workplace violence. Understandably, they want assurances that their employers are doing something about it."

JSC has established a zero tolerance policy for intimidation, threats, harassment or violence of any kind, Hartman said. The center also has developed a plan to quickly

and appropriately respond to situations involving workplace violence.

"Employee involvement is key. Each of us has a personal responsibility to contribute to a safe and secure workplace by avoiding behavior that could provoke or escalate into a hostile situation, and by immediately reporting any incidence of workplace violence to our supervisor, Security, or the Human Resources Office," Hartman said.

Hartman adds that employees should be watchful for signs of potential conflict including talking, writing or joking about inappropriate or hostile acts; threats or talk about retaliation; denial that anything is wrong—when something clearly is; and a marked change in behavior like attendance, perfor-

mance or attitude.

If employees are aware of any of these or other indicators of a potential problem, they should voice their concerns to their supervisor or Human Resources Representative.

"Prevention is important and the sooner a potential problem is identified, the greater the likelihood of a successful intervention before a violent act occurs," Hartman said.

In addition to the zero tolerance policy, the Human Resources Development Branch now offers a variety of training courses, including "Coping Skills for Changing Times," "Understanding Organizational Change," "How to Handle Conflict and Manage Anger" and "Managing Competing Priorities." These courses are available in

each organization's quarterly training packet.

The JSC Scientific and Technical Information Center, located in Bldg. 45, Rm. 100, also has a variety of videos available for check out. Videos available include "Stress Management for Professionals," "Creative Problem-Solving," "Self-Esteem and Peak Performance" and "Controlling Anger: How to Turn Anger into Positive Action." For more information on these video, employees may call the reference desk at x34254.

For more information about workplace violence or the new zero tolerance policy, call a Human Resources Representative at x36251, Connie Alexander at x36130, or Kenneth Ramke of the Security Branch at x34441.

JSC open house plans expand in '96

For the second consecutive year, JSC will open its gates to area residents to showcase the exciting work being done at the center.

The JSC Open House will be held from 9 a.m.—4 p.m. Aug. 24 and will feature more exhibits and activities that helped draw 70,000 people to the area last year. Once again, the Open House is held in conjunction with Ballunar Liftoff, a hot air balloon event sponsored by Space Center Houston and the Clear Lake Area Chamber of Commerce.

For this year's event, 19 JSC buildings will be open for exhibits and presentations. Added this year are activities at Ellington Field and the Sonny Carter Training Facility where visitors will have an opportunity to see the world-class Neutral Buoyancy Lab that will be used to train astronauts for future space walks. At 201 by 102 feet in area and 40 feet deep, the 6.2 million gallon pool is the largest indoor pool in the world. At Ellington, four NASA planes will be on display—T-38, WB57F, the Shuttle Training Aircraft and the KC-135. The T-38 ground egress trainer also will be available.

Many of the activities that were favorites last year will be expanded, including tours of both the old and new Mission Control Centers and space shuttle simulators in Bldgs. 5 and 35. In the Teague Auditorium, the center will host a series of presentations focusing on accomplishments of the last year and plans for the future. Educational activities for children also are being planned, and astronauts will sign autographs in both cafeterias.

New exhibits and demonstrations will include an Apollo service module oxygen tank like the one which ruptured during Apollo 13, a "closed loop" life support test bed and hourly demonstrations of both U.S. and Russian space suits.

More hands-on activities also are planned. Visitors will have the opportunity to try to land the shuttle or dock it with the International Space Station in simulators in Bldg. 16. In Bldg. 9, in addition to seeing the shuttle and space station mockups, they will be able to try out the air-bearing floor.

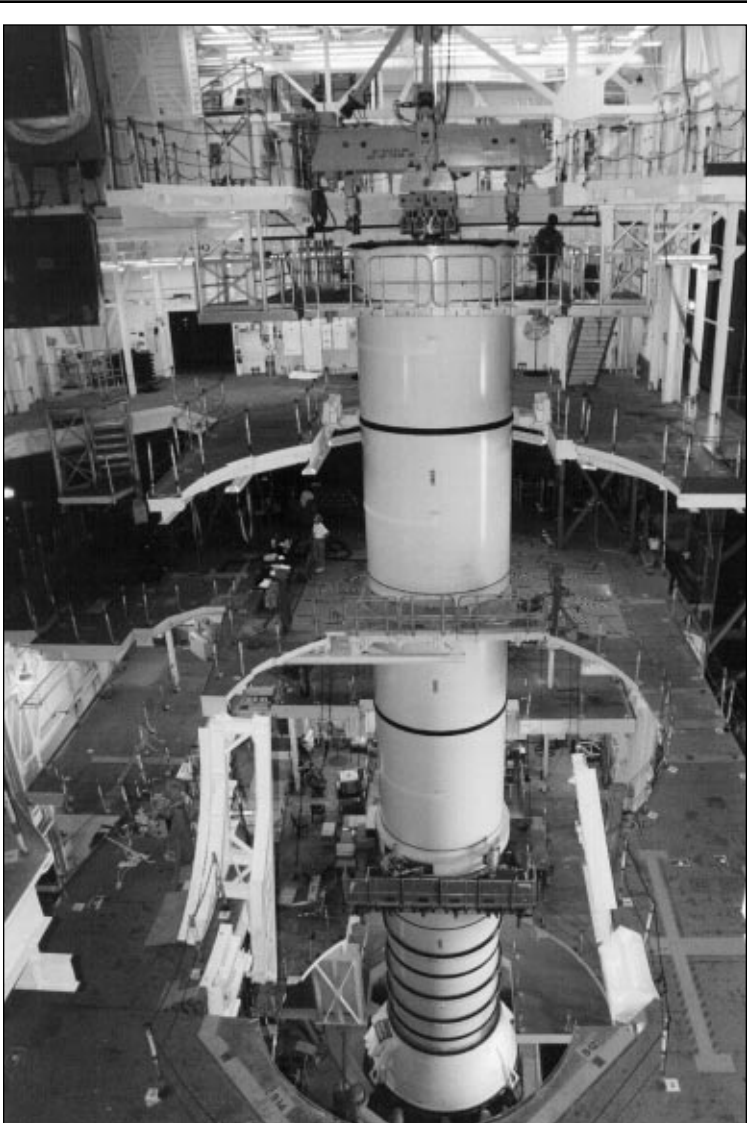
Volunteers from all organizations will be needed to work exhibits as well as assist and provide information. Those interested should contact Sandy Griffin at x31056.

Blood drive set for August

JSC will host a blood drive from 7:30 a.m.-3:30 p.m. Aug. 15 in Teague Auditorium.

JSC employees face a substantial challenge if they are to surpass the level of generosity they exhibited at the May 23 drive. The center broke all previous records for blood donations, with 300 employees taking time out to give blood. Generally, donors can give blood every eight weeks. Employees are encouraged to "bring a buddy" if possible.

For more information, call Marty Demaret at x36007 or Dan Mangieri at x33003.



In Bay 3 of the Vehicle Assembly Bldg. at Kennedy Space Center, work was completed this week to stack the solid rocket boosters for STS-79. Engineers demated *Atlantis* from its solid rocket boosters this week and moved the orbiter to the Orbiter Processing Facility. The shuttle will remain on the orbiter transporter in the OPF until it returns to the Vehicle Assembly Bldg. to be mated with its new boosters and external tank on approximately Aug. 13.

Endeavour ferries to Palmdale

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launch in late 1997. A bad weather forecast forced the ferry flight to cancel a planned overnight stop at Ft. Campbell, Ky., and instead take a one-day trip along a southern route by way of Kelly Air Force Base in San Antonio. The flight stopped in San Antonio only to refuel and arrived at Palmdale before sunset.

In KSC's Bay 1 hangar,

Columbia is being readied for launch in early November. Preparations this week included installation of the mechanical arm, checks of the flash evaporator cooling system and test of the flight control computers.

In the Bay 2 hangar, *Discovery* is being readied for a February 1997 launch on STS-82. This week, the right orbital maneuvering system pod was installed.

EAA sponsors Belize vacation

The Employee Activities Association is sponsoring a trip to Ambergris Caye, Belize.

Employees may travel from Sept. 1-Dec. 15 at cost of \$472, double occupancy. Cost includes round trip air fare, transfers from Belize City to San Pedro, four-night stay at Journey's End Caribbean Club Resort, continental breakfast, dinner and discounts for diving and tours of the jungle and Aztec ruins.

Journey's End features a large swimming pool with swim-up bar and grille, jacuzzi, lighted tennis courts and a full array of water

sports including canoes, windsurfers and sailboats. Beach activities include volleyball, basketball, horseshoes and table games. The resort also features nightly entertainment and a piano bar.

A \$100 deposit is required with the remainder due 30 days prior to departure. Tickets may be purchased at the Bldg. 11 Exchange Store. To pay by credit card, employees must contact the USA Reservation and Information Center at 780-1566 and reference the JSC EAA trip. For more information, call Dick McMinimy at x34037.

CTAP offers new classes in August

JSC's Career Transition Assistance Program is offering new and enhanced career seminars throughout the month of August, starting with an enhanced "Career Seminar" next Friday.

"Career Seminar" will highlight career assessment, how to prepare "situation specific" resumes, cover letters, networking and dealing with recruiters, ads and agencies. Newly added to this seminar is information on employment aspects of the Internet and preparing a "cyber-friendly" resume.

On Aug. 15, the new "Overcoming Communication Anxieties" seminar will be offered. Participants will learn how to identify and remedy old inhibitions that affect the quality of communication. The "Networking Revisited" seminar

also will be offered Aug. 15 and will help employees increase personal effectiveness by developing and maintaining sound business relationships through understanding and application of networking in the current business environment.

"Starting a Business" will be offered on Aug. 29, and will take participants through the details of beginning a business venture and "Becoming a Consultant" will discuss what it takes to become a successful consultant.

CTAP is a confidential, contractor-run service for civil servants interested in exploring a number of career-related topics. To register for any of the August seminars or for more information, contact CTAP at x34300 or stop by the center located in Bldg. 45, Rm. 308.

SAREX sponsor wins award

Because of its role in the Space Shuttle Amateur Radio Experiment, the American Radio Relay League has been named an American Society of Association Executives "Award of Excellence" winner.

The society presents the awards to groups whose work best exemplifies the leadership role in creating a positive business and social climate. The ARRL, in cooperation with NASA Headquarters, creates and distributes SAREX lesson materials and resources for teachers.

"Thousands of ARRL members have done legwork to make hundreds of amateur radio contacts with the astronauts successful," said Rosalie White, ARRL's Educational Activities Manager.

SAREX just completed its 21st flight on STS-78 and is scheduled to fly again on STS-79. It is requested to fly on almost every flight.

"The educational objectives of the SAREX payload are to encourage students to pursue careers in science and mathematics, stress the importance of education and to show students that there is a connection between education and real life activities," said Matthew Bordelon, SAREX principal investigator. "Also, SAREX provides a meaningful recreational activity for shuttle crew members while accomplishing these goals and others: including conducting scientific experiments and promoting international goodwill and cooperation."

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Blaha to return to Russia for Mir 22 launch

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been evident here on the ground for the past two weeks. The Mir 21 crew took a break from work over the weekend to watch some of the highlights of the Olympic games, which were uplinked to Mir on Saturday.

Lucid and her crewmates also downloaded radiation data from the Tissue Equivalent Proportional Counter. This experiment helps doctors monitor the crew's on-orbit exposure to radiation and may aid in crafting better shielding for the future crews on the space station.

The Mir 21 crew also conducted the seventh Anticipatory Postural Activity session successfully. The POSA experiment provides fundamental research in how the muscles operate and respond in microgravity. The results of this research will help scientists understand how the body

adapts to space flight.

The crew also continued its troubleshooting on the Biotechnology System to ensure its readiness for the next Mir mission. Mission managers are examining the possibility of manifesting a replacement computer for the system on STS-79.

The change in the planned launch of *Atlantis* back to the Russian station requires a change in planning and training for Astronaut John Blaha as well. And because astronauts know launch schedules can change, Blaha has been mentally preparing for the future.

"I talked to Russian cosmonauts," Blaha said, "and they told me that if you set your mind through out your training period that your flight is a certain length, and there is any delay, then it's a tremendous psychological let-down on orbit, one that

you never recover from. They have all told me to plan on staying longer in case something happens. So that's what I have done to prepare for that possibility."

Back here in Houston this week, Blaha has been conducting physical training with the STS-79 crew and undergoing exams to establish baseline data for comparison after his flight. Blaha will return to Russia this month to watch the launch of his Mir 22 colleagues—Commander Gennady Manakov, Flight Engineer Pavel Vinogradov and French Cosmonaut Researcher Claudie Andre-Deschays.

In the month of August, future Mir crews, both American and Russian, will be at JSC for a month of joint training on space shuttle systems and science training related to their upcoming missions.